



# Equity, Diversity and Inclusion Policy

**TABLE OF CONTENTS**

<b>1. Background .....</b>	<b>3</b>
<b>2. Purpose and Scope .....</b>	<b>3</b>
<b>3. Basic Principles .....</b>	<b>3</b>
<b>3.1. General Guidelines .....</b>	<b>4</b>
<b>3.2. Specific Guidelines and Reporting Concerns .....</b>	<b>4</b>
<b>3.3. Equity, Diversity, and Inclusion (ED&amp;I).....</b>	<b>4</b>
<b>3.4. ED&amp;I Awareness .....</b>	<b>4</b>
<b>4. Commitments and Strategic Lines.....</b>	<b>4</b>
<b>5. Governance and Accountability .....</b>	<b>6</b>
<b>6. Monitoring and Control.....</b>	<b>6</b>
<b>7. Contact.....</b>	<b>6</b>

## 1. Background

The Board of Directors of Cellnex Telecom, S.A. (hereinafter, "Cellnex Telecom", "the Company" or "the Organization"), is the highest representative body in the direction, administration, management and control of the business.

In the exercise of these functions, the Board of Directors is responsible for approving the Group's general policies and strategies and therefore approves this Equity, Diversity and Inclusion Policy and reinforces its commitment to all companies controlled by Cellnex ("Cellnex Group" or "the Group").

This document reflects the importance that the Group attaches to the adoption of good corporate governance practices and international reference standards, and determines the commitments, principles and key foundations of the Equity, Diversity and Inclusion (EDI) Policy.

## 2. Purpose and Scope

As a global organization, Cellnex enhances its competitive edge by maintaining a diverse workforce. Our EDI policy promotes a culture of diversity, equity, and inclusion, ensuring a safe, respectful, and welcoming environment. This commitment aligns with Cellnex's ESG Masterplan and the UN Sustainable Development Goals (SDGs).

This policy sets the framework for Equity, Diversity, and Inclusion, facilitating the integration and reinforcement of Diversity within Cellnex Telecom. It aims to communicate these principles to stakeholders, employees and implement them throughout the Group.

**Scope of Application:** this policy applies to all the companies in the Cellnex Telecom group, and it is the responsibility of its entire human team. Stakeholders are engaged with the mutual goal of creating a work environment that fosters Equity, Diversity and Inclusion.

This policy is aligned with and complemented with Cellnex Telecom's corporate policies and internal regulations.

## 3. Basic Principles

*People are the most important asset of Cellnex Telecom*, for this reason the difference and plurality of people, equality of opportunities, non-discrimination and inclusion in the workplace are priority and strategic factors in the Organization. **Cellnex Telecom** maintains a strong will to promote equity, diversity and inclusion, through inclusive leadership as a lever change and business sustainability.

Cellnex Telecom understands these concepts within the framework of its business strategy, culture and business values, defining them in a broad sense as:

- Connection and commitment between different human beings.
- Respect, equality of rights and opportunities and justice.
- Accessibility, ease of use and absence of barriers and prejudices.

### **3.1. General Guidelines**

Cellnex is committed to promoting dignity and respect for all, recognizing and valuing individual differences and contributions. This policy focuses on creating a climate which allows diversity in all of the following areas: *gender, age, sexual orientation, culture, race, religion, thought, education, talent, social condition, disability, special needs or any other circumstance of employees*; and, at the same time, rejecting any type of discrimination for said reasons which may prevent the growth of the Company or that affects recruitment, retention, development and psychological safety of its employees

### **3.2. Specific Guidelines and Reporting Concerns**

Cellnex Telecom enforces a strict zero-tolerance policy for discrimination, bullying, or harassment, ensuring that any such incidents are met with confidential investigations and necessary disciplinary actions. The Company has established a Whistleblowing Channel, a communication tool accessible for any persons subjected to its Code Of Ethics to report any kind of violation of current and/or Cellnex of Ethics This channel also provides protection against retaliation for employees involved in investigations.

### **3.3. Equity, Diversity, and Inclusion (ED&I)**

Cellnex Telecom is dedicated to promoting a workplace where Equity, Diversity, and Inclusion are foundational principles. Equity is defined as promoting a fair workplace without disparities in opportunities, experiences, and rewards. Diversity involves valuing a workplace that includes various backgrounds, races, genders, sexual orientations, and specific abilities ( physical, cognitive and intellectual, mental health conditions, sensory, speech and language, ) . Inclusion means creating an environment where all individuals are treated fairly and respectfully. These definitions guide our efforts to foster an inclusive and equitable workplace for all employees, ensuring that everyone feels valued and supported.

### **3.4. ED&I Awareness**

Cellnex Telecom places a strong emphasis on the ongoing education and development of its employees to foster an inclusive and ethical workplace. This commitment is reflected in our Mandatory Training policy, which requires all employees to complete annual Code of Ethics training. This ensures that everyone is well-versed in the company's ethical standards and practices. Additionally, the company is committed to provide training programs and campaigns designed to raise awareness about diversity and inclusion.

## **4. Commitments and Strategic Lines**

Cellnex Telecom's EDI strategy is deeply integrated into our strategic axes and lines of the ESG Master Plan. This strategy reflects our commitment to fostering diversity, equity, and inclusion across all levels of the organization, reinforcing our ESG strategic axe of boosting our talent by being diverse and inclusive, and our strategic line defining and implementing a comprehensive EDI plan. Based on the defined axes, and through the development of the strategic lines, Cellnex

Telecom acquires the following commitments which, in turn, contribute to the achievement of various goals of United Nations Sustainable Development Goals (SDGs) 5, 8 and 10<sup>1</sup>:

1. **Gender Diversity:** Cellnex Telecom is dedicated to promoting equal opportunities and fostering gender equity at all levels. This includes encouraging the presence of women in all roles, particularly in leadership positions (SDG 5, target 5.5<sup>2</sup>). Our strategy involves implementing initiatives such as speed mentoring sessions, self-defense courses, and awareness campaigns to support and empower women within the company.
2. **Generational Diversity:** We recognize the value of a multigenerational workforce and are committed to supporting labor integration and coexistence among different age groups (SDG 8, targets 8.5<sup>5</sup> and 8.6<sup>6</sup>; and SDG 10, targets 10.2<sup>7</sup> and 10.3<sup>4</sup>). Our commitment includes facilitating the management and utilization of multigenerational talent and promoting age diversity within the organization. The strategy includes measures to prevent age bias in recruitment, hiring, and promotion processes, as well as initiatives to address the unique challenges of a multigenerational workforce (SDG 8, targets 8.5 and 8.6; and SDG 10, targets 10.2 and 10.3).
3. **Affective-Sexual Diversity:** Ensuring an inclusive environment for all employees, regardless of their sexual orientation or identity, is a priority for Cellnex Telecom (SDG 10, targets 10.2 and 10.3). We are committed to fostering a respectful and non-discriminatory workplace by eliminating practices of harassment and discrimination against LGBTQ+ employees. Our strategy includes awareness-raising initiatives and training programs to promote understanding and acceptance of affective-sexual diversity within the company (SDG 10, targets 10.2 and 10.3).
4. **Cultural Diversity:** Valuing, respecting, and leveraging cultural differences as a source of added value is central to our approach. Cellnex Telecom is committed to promoting cultural diversity as a source of knowledge and talent. Our strategy involves fostering respect for cultural differences and using them to create added value in the company. This includes promoting intercultural awareness and understanding through targeted initiatives and programs (SDG 10, targets 10.2 and 10.3).
5. **Ability Diversity:** Recognizing the unique potential of individuals with different abilities and leveraging their talents is a key commitment for Cellnex Telecom. We aim to ensure the integration and retention of talent among people with different abilities (physical, sensory, intellectual, etc.) by providing fair work opportunities and support. Our strategy includes creating an inclusive workplace environment that values and utilizes the talents of all employees, regardless of their abilities, and offering necessary accommodations and resources to support their success (SDG 8, target 8.5; and SDG 10, targets 10.2 and 10.3).

<sup>1</sup> SDG 5: Gender equality. SDG 8: Decent work and economic growth. SDG 10: Reduced inequalities.

<sup>2</sup> Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life.

<sup>3</sup> Target 5.2: Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

<sup>4</sup> Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

<sup>5</sup> Target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

<sup>6</sup> Target 8.6: By 2020, substantially reduce the proportion of youth not in employment, education or training.

<sup>7</sup> Target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

## 5. Governance and Accountability

- Leadership: EDI's strategy is led by senior management, driven by the Nomination, Remuneration and Sustainability Committee and approved by the Board of Directors, ensuring commitment and oversight at the highest level.
- Integration: The EDI strategy is embedded within the ESG master plan, aligning with broader sustainability goals.
- Collaboration: The strategy is defined collaboratively between Corporate and Country teams, ensuring local relevance and global consistency.
- Reporting: Quarterly progress reports on EDI Master Plan.
- Accountability: EDI targets are integrated into leadership performance metrics, influencing both short- and long-term.
- The Appointments, Remuneration and Sustainability Committee is responsible for monitoring the degree of compliance with this Policy.

## 6. Monitoring and Control

Senior Management of Cellnex Telecom undertakes to carry out periodic monitoring of the degree of progress of all the strategic lines of action derived from the implementation of this Policy, which will be periodically reported to the Appointments, Remuneration and Sustainability Committee

The objectives in terms of Equity, Diversity and Inclusion defined by the Company are consistent with this policy.

## 7. Contact

Any questions regarding this Equity, Diversity and Inclusion Policy may be directed to the Group People Department.

Madrid, October 1<sup>st</sup> 2024

